

Appln No.: 10/750,406 Applicant(s): Sven Schwerin-Wenzel et al

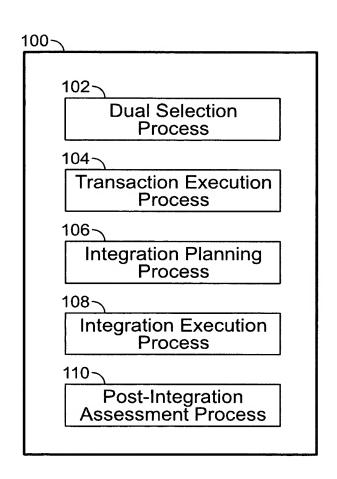


FIG. 2

Applicant(s): Sven Schwerin-Wenzel et al CHANGE MANAGEMENT

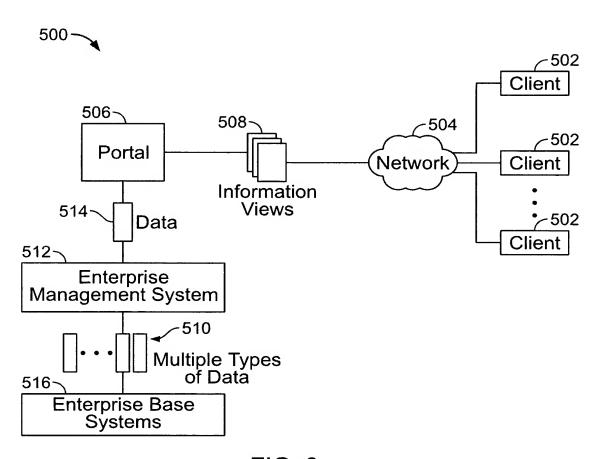
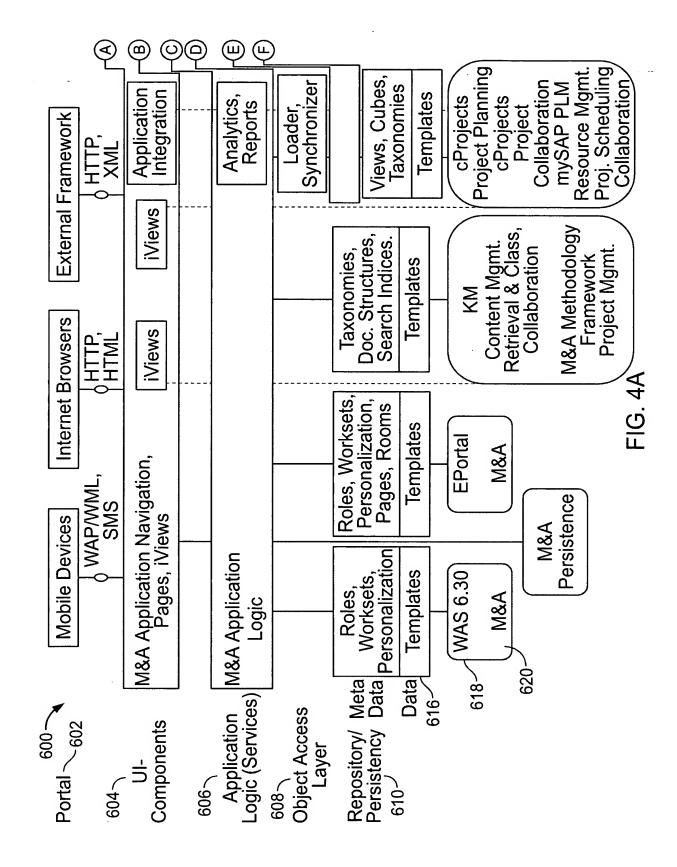
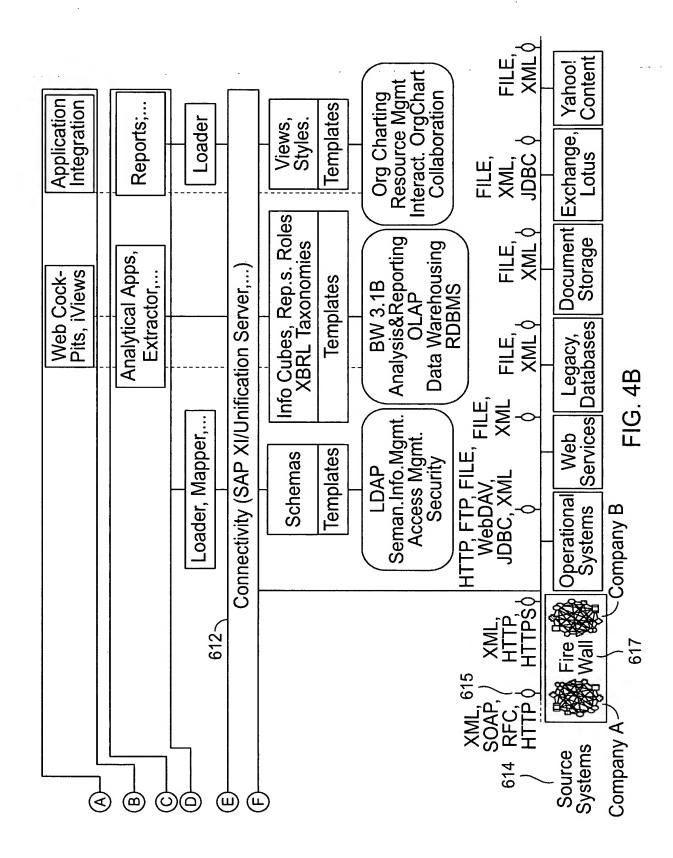
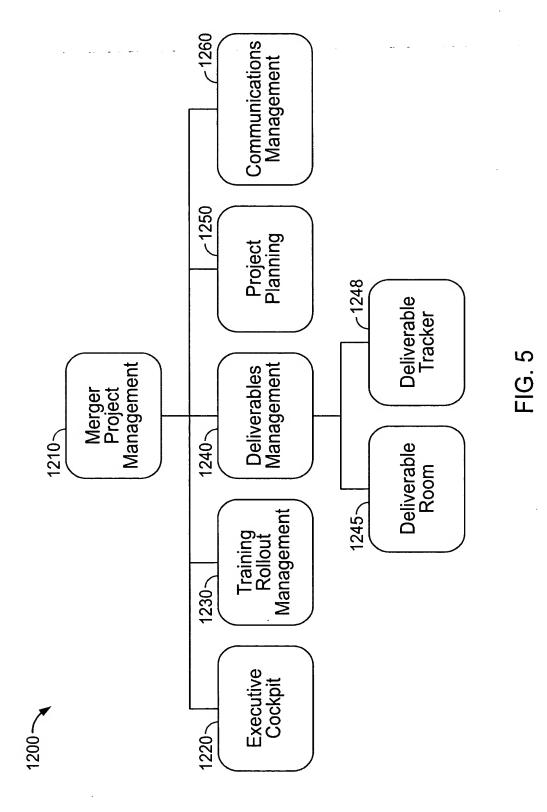


FIG. 3

Appln No.: 10/750,406 Applicant(s): Sven Schwerin-Wenzel et al







Appln No.: 10/750,406

Applicant(s): Sven Schwerin-Wenzel et al

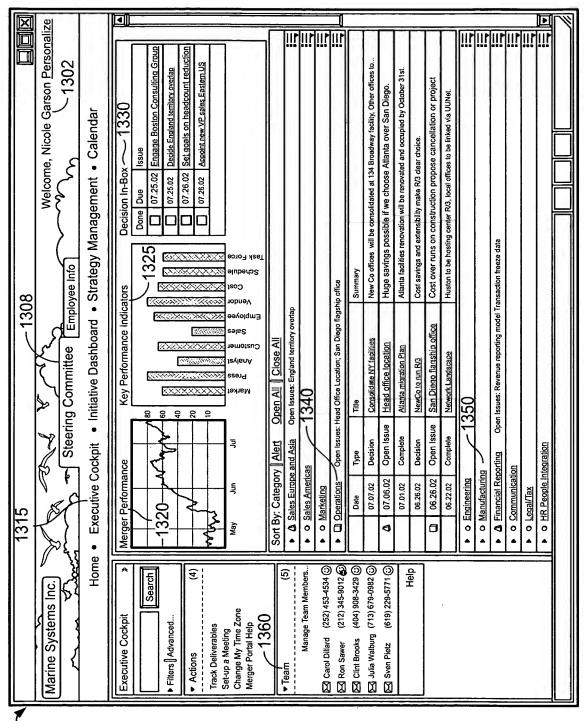


FIG. 6

1400~				11	1408				
	Marine Systems Inc.	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	The	Ja)	کم مم	(Welco	me,Carol Di	Welcome, Carol Dillard Personalize
	There was		þ	Project N	Project Management	Employee Info	Info	2	71442
2	Home	•	Sharing • [Discussion •	File Sharing • Discussion • Calendar • Deliverables • Task Force Administration	Deliverables	 Task Force 	e Administra	1415 ution 1415
1412~	My Calendar ▶	Myc	My Calendar						88
1416~	Project Mgmt. Calendar Merger Team Calendar	Mont	Monthly Calendar			4 June ▶		June	三 2002 三 三
1417~	Search Search		Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday 1
1418~	▼Actions (4)	22							
1440~	Synchronize with Outlook Edit Outlook Settings Calendar Help	23	2	င	4	5 • SAPPHIRE 1421	9	2	ω
	Manage Team Members Ez Carol Dillard (252) 453-4534 ⓒ EZ Ron Sawer (212) 345-9012 ဪ EZ Clint Brooks (404) 908-3429 ⓒ	24	თ	10	•	•	13	14	•
1430~	⊠ Julia Walburg (713) 679-0992 ⓒ ⊠ Sven Pietz (619) 229-5771 ⓒ ♥ My Meetings (5)	25	18	17	18	19 • Institute • eBusiness	20 • HP B2E Res	21	22
	Sync Outlook View Calendar 02/01/03 PM Summit for Merger 02/05/03 Milestone 1 (Atlanta) 02/08/03 Milestone 2 (Video Conf)	56	23 • eGov	24	25	56	27	58	59
	02/09/03 Milestone 3 (San Diego) 02/15/03 Milestone 4 (Atlanta) 02/19/03 Milestone 5 (Paris)	56	90			7			
_									

Applin No.: 10/750,406 Applicant(s): Sven Schwerin-Wenzel et al

Applicant(s): Sven Schwerin-We CHANGE MANAGEMENT

Welcome, Ted Williams Personalize D -1539 111 Not Started Not Started Not Started Not Started Not Started 1542 HELP Status Status September 23, 2003 S November 1, 2003 1537 Š March 12, 2003 April 14, 2003 July 7, 2003 Due Date Due Date Home • Briefing Book • File Sharing • Discussion • Calendar • Deliverables 1535 ⊠ Carol Dillard S John Smart Assigned By Assigned By Project Management | 🖾 Joe Green S Don Moor Employee Info Project Management Project Management Project Management -1533 Task Force Task Force 1540 Procurement Task Force 530 ر 1560 ا ~1565 508 You Currently have no requested deliverables 1550 1520 -1570 My Requested Deliverables-Existing Organizational Structures My Assigned Deliverables-Baseline of Combined Spending Depletion Plan — 1555 Assess Current Capabilities -My Deliverables -Title 1532 Material Synergies Title ^ Help (2) Open Issue Resolution Request Search Marine Systems Inc. Deliverables Portfolio Hefp **Deliverables Menu** Manage Deliverables Assign Open Teams Filters | Advanced. Manage Initiatives Actions

2 <u>5</u>

Welcome, Ted Williams Personalize Final decision on "Strategic Materials". Copper and Gold. The final decision is based on a vote of 8 ys. 3 and an evaluation of long-term gains through the use of these materials. IT:22pm.

11/18/02; Kai Maj Home • Briefing Book • File Sharing • Discussion • Calendar • Deliverables ~ 1515 Ted-I need more info about the request you sent on materials syneagy. Donna [2:38pm, 11/18/02. Donna Sommers] ■Review Supply contract abroad Status: Due: July 20, 2003 Add New Delete 1614 1542 Consider creating a private marketplace Check with Kai on Status □ Deliverable team org 71643 What's New 689 My Tasks Regional Consolidation (Subdeliverable) 1636 Add New Initiative Plan Add New Create Create Supplier Assessment Initiative Mitigation каі ма 71686 Ken Tran Ken Tran 1642 -1640 Source 1641 Norman Ballard © Cost-Efficient Materials Created by Jack Black 1638~ ✓ Pricing Models 1619-Risk Level/Impact Mitigation Plan Created by U.S. Material procurement renegotiations failed... [1:56pm, 11/18/02; Jack Black] Speedial supply contracts expire in 3 days! [12:49pm, 11/18/02; Ken Tran] Initiatives-Procurement Task Force Employee Info ✓Quality Control Kai Ma 1684 Use only Marine's contract papers [12:49pm, 11/18/02; Ken Tran] March 29, 2003 March 10, 2003 \$0.80M Savings Q3, FY2004 \$1.30M Revenue Q1, FY2004 May 18, 2003 Timeframe 1652~ 1654~ @Diminishing Supply Quality Low / \$0.73M Net Impact Déliverable: Material Synergies \sim 1680 Synergy Targets and Risks 1682 Messages - 1618 1610 Regional Consolidation Superior consolidation ✓ Material Re-grouping ✓ Supplier by Materials 71630 Subdeliverables @ Material Pricing Subdeliverable -A Alerts 人 See details 1616 🖾 Norman Ballard (252) 555-1212 😊 (252) 555-1212 🔘 Help (252) 555-1212 🔘 🖾 Donna Simone (252) 555-1212🙆 $1609^{-(4)}$ $1612^{-(4)}$ Manage Team Members. Search Marine Systems Inc. Create Issue Resolution Request Communicate Decisions Reassign this deliverable Research and Reports Create Sub-deliverable Filters Advanced S Jack Black Over View Methodology 'Actions Filespace .▼ Team Kai Ma 3 **-909** 1608~ 604~ 605~ 603~ 1607 1601 1611

FIG. 9

Welcome, Carol Dillard Personalize O On Schedule O On Schedule E Enrique Martinez O On Schedule O On Schedule Off Schedule O On Schedule O On Schedule 1720~View: All Proposals O On Schedul Not Started Not Started Complete Complete Complete 🖋 Complete HELP Status Status Status Status Enrique Martinez Mikki Jamison Craig Nichols David Adams ☑ David Adams David Adams Mary Eames David Adams Chris Jacobs S Jennifer Cho M Uve Gertzen O John Smith Home • File Sharing • Discussion • Calendar • Deliverables • Task Force Administration Ma Ted Green Assigned to Requested by | Assigned to Assigned to Assigned to Chris Jacobs Requested by S John Smith Requested by Sa John Smith Requested by ⊠ Mike Hall ⊠ Ben Brown S John Smith S John Smith 2 John Smith S John Smith S John Smith S John Smith ⊠ Ben Brown John Smith ☑ Jarnie Cox Will Marks Jill Barber Mill Marks July 11, 2002 (4 PM) - Milestone 2 (Video Conference) $\sim 1709 A$ Ø Project Management Employee Info Steering Commitee Steering Commitee Steering Commitee Steering Commitee Steering Commitee Communication All Teams/PM 08 Task Force Task Force Task Force Task Force Tak/Legal Marketing Apps, Tech Operations Marketing Marketing August 16, 2002 (All Day) - Milestone 3 (Atlanta) July 25, 2002 (11 AM) - Milestone 3 (San Diego) July 1, 2002 (All Day) - Milestone 1 (Atlanta) 또 또 1408 Timeline for Steering Committe Decisions First draft for company name and identity Branding Direction for Speedial Product Timeline to set-up corporate/legal... (3) Sort by: Meeting Date | Task Force Draft of application/technology offerr.. ▶ Draft of product offering (ipcl. m... (1) Terms and timeline for staff transfers Organization two levels below CEO Organizational model ~ 1746 Baselining Offshore, Speedial (2) Deliverables Tracker 1704 Participants in Build-up Team Approach for Build-up (4) 1 Target market segments -OEM Partner strategy Vision for SMP (2) IT infrastructure Name ~ 1 ▶ Plan (1) Name Name Name 1706 🖂 Julia Walburg (713) 679-0992 🕲 🖂 Sven Pietz (619) 229-5771 🍪 🖾 Carol Dillard (252) 453-4534 🕒 🖾 Ron Sawer (212) 345-9012 💪 Clint Brooks (404) 908-3429 © Search 02/11/03 Set up Consultants... 🗥 02/15/03 Create Org. Chat View By Meeting Date » 3 02/10/03 Schedule of Delivery (1) 9 Manage Team Members... Heb 1791 - (3)Assigned | Managed | Al Filters Advanced... 1741 Marine Systems Inc. Project Management Deliverables Tracker Help My Deliverables

■ My Deli View By Task Force My Deliverables Create Task Force **Edit Task Forces** Actions 1790-780 1784 1792-782

FIG. 10

700		1508	-1142
	Marine Systems Inc.		Welcome, Ted Williams Personalize
	Home	Procurement Task Force Employee Info	1515
	Overview	Methodology 1825	HELP :=
504	Methodology > Research and Reports	Definition and Planning — 1805 Define the overall approach to setting the supply chain and material production process for the combined entities. The approach should take into consideration the current processes in the two companies, as well as a recommended, feasible solution for the next one and half years. The	Phase: 7806 Due Dilligence Integration Planning
	Search Search Filters Advanced	overall approach should include because areas for materials procurement, processing, manufacturing plants, and supplier management. ◆ Objectives — 1807 • Balance integration work and ongoing enterprise projects	Post Merger
7	• Actions (4) Create Sub-deliverable Create Issue Resolution Request Communicate Decisions Reassign this deliverable	 Line production Standardization migration Efficient, apolitical systems selection Talent management Minimize disruption to customers and knowledge workers Steps 7809 Pocure solutions and man for systems tracking inforced in 	
	Manage Team Members	 Establish "End state" Integration strategy with sequence of tasks and degree of standardization reflective of business goals. 	
	lard ne	 Establish project management/communications infranet for virtual collaboration and visibility. Mobilize cross-functional integration teams, establish their performance criteria and secure a high-level business sponsor. 	
	ф	 5. "Sell" career opportunities to production staff through COO road shows and personal interactions. ▶ Prerequisites 1810 Common Issues and Resolutions 1815 	
		System Integration strategy—1820 1. Back-end systems standardize too slowly. 2. Business applications integrated too slowly.	Þ

Applin No.: 10/750,406

Applicant(s): Sven Schwerin-Wenzel et al

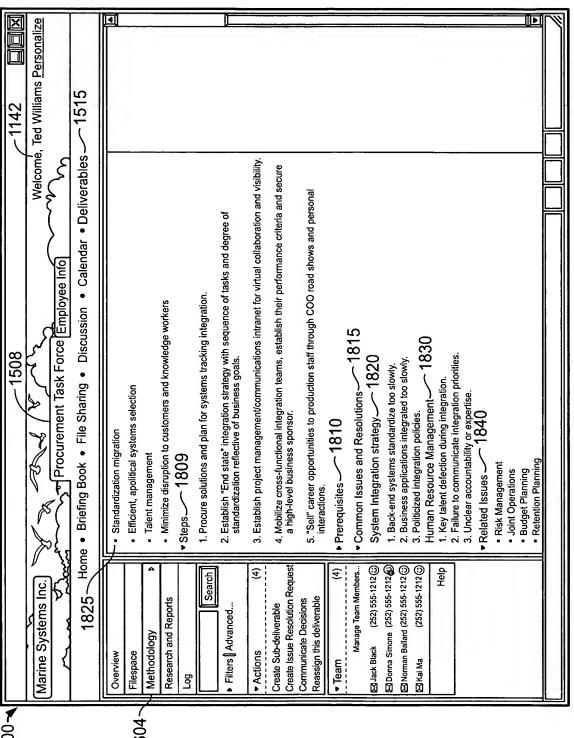
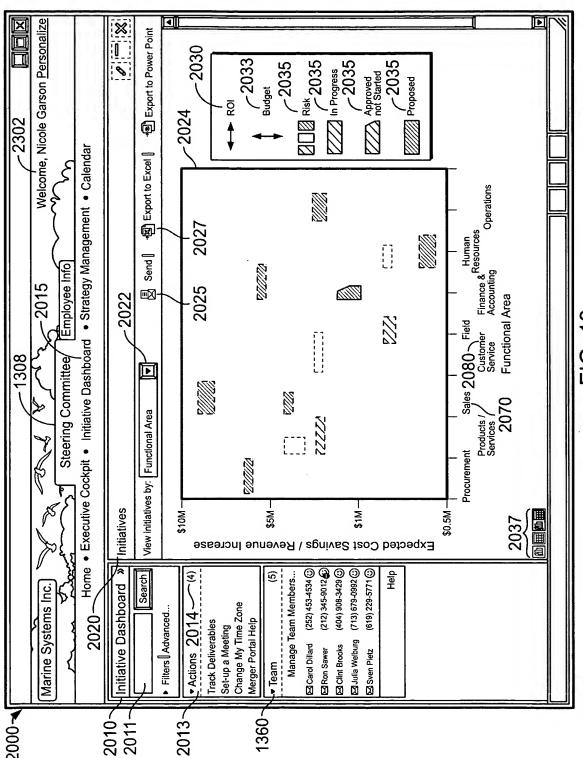


FIG. 11A

Welcome, Carol Dillard Personalize Welcome, Carol Dillard Personalize Welcome, Carol Dillard Personalize Welcome, Carol Dillard Personalize	My Tasks Expectation My Tasks My Task Task Look over Mark's Network Proposal Gentact Greg about IT budget Diske a Look at Luke Chan Candidate for Network Team in Atlanta Dropose re-org for IT Department	My Deliverables My Deliverables	My Meetings importance Cutlook View Calendar Synchronize Outlook View Calendar Date Event 06/15/02 PM summit for merger 07/01/02 Milestone 1 (Atlanta) 07/135/02 Milestone 3 (San Diego) 08/16/02 Milestone 3 (Atlanta)	
		1950	iMessage (O Available O Busy O Available O Available O Available	
imployee Info	ents Com	1950	Local Time 4:18 pm 4:18 pm 4:18 pm 4:18 pm	
1408 rnagementEn Calendar • Di	S All announcem d all the task force a. Once we get of		mary P (15,245) 453-45 (15,908-34 (15,908-34 (15,908-37	
1408 The state of	Announcements Create new view: Today Last 7 days All announcements Compact Ver 06/03/02 Carol Finalize Schedules All, want to remind everyone that we need all the task force leads to sign-off on the schedule before Friday's meeting in Atlanta. Once we get of over this mostly		1922- Role: Pri Lead PM & HR (25) Legal Lead (21 PM (NY) (400 PM (Taipei) (71 PM (San Diego) (619	
File Sharing	Announcements Create new view 06/03/02 Carol Finalize Schedules All, I want to remind schedule before Frid	-Project Management Team	Name Ka Carol Dillard Ka Ron Sawer Ka Clint Brooks Ka Julia Walburg Ka Sven Pietz	
Marine Systems Inc.	1915	1920		

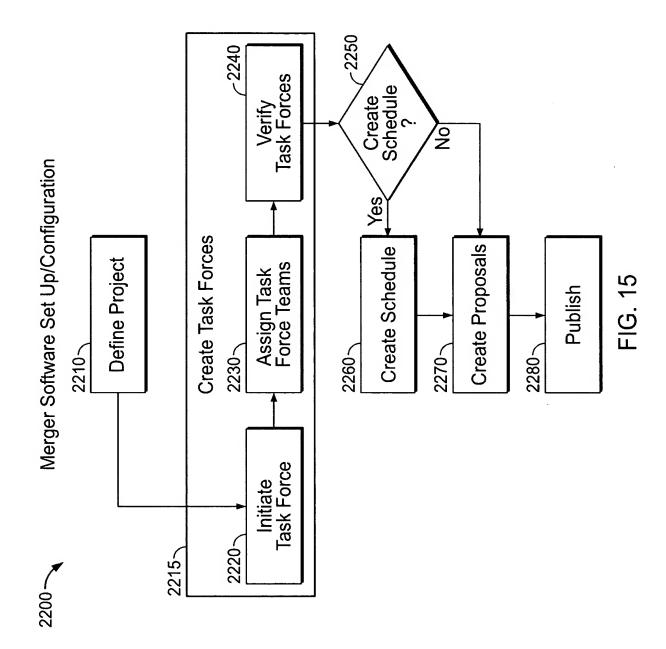
Appln No.: 10/750,406

Applicant(s): Sven Schwerin-Wenzel et al CHANGE MANAGEMENT

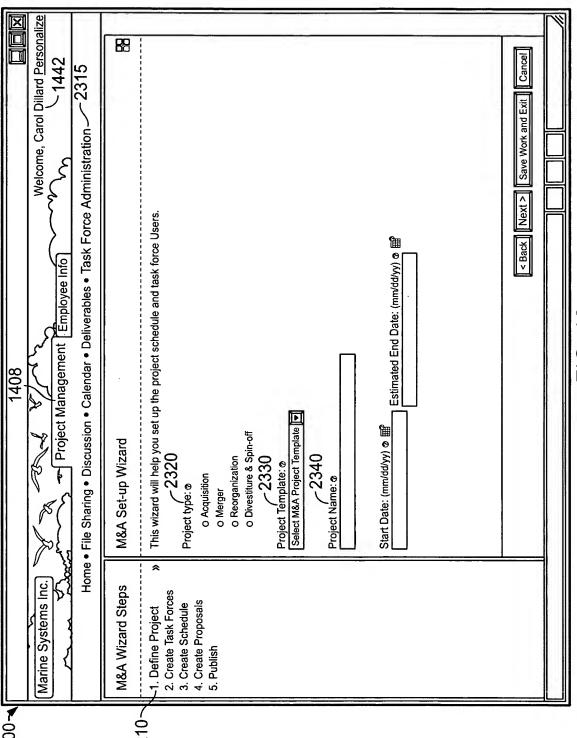


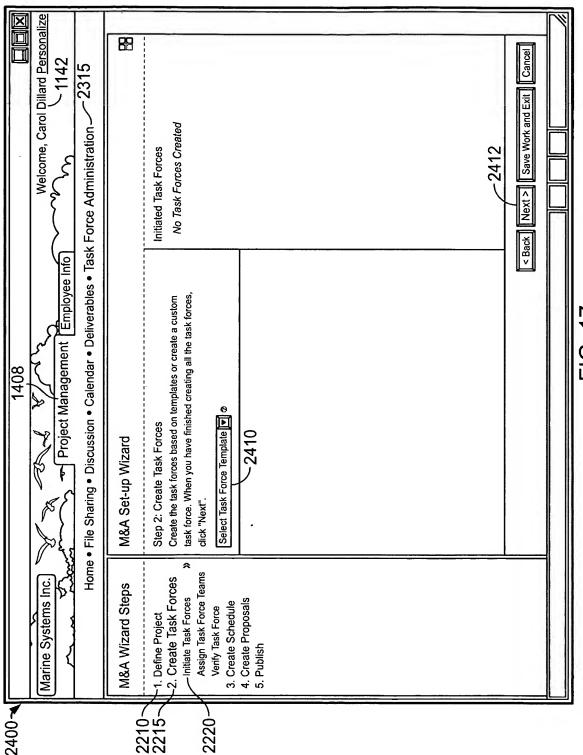
						-7	7	1		-1												Þ	\	Ī
		2046	/ROI (%)	11	#	25.8	5	15.8	100	100	100	20	20	100	100	17	6.8	10.2	100	4.8	4.8			
A not Started not Started []]	-	2045	Cost / ^f Headcount	1,700,000 / 2	1,700,000 / 2	680,500 / 1	500,000 / 1	180,500 / 0	NA/0	NA/0	NA/0	200,000 / 2	200,000/2	NA/0	NA/0	128,900 / 1	108,900 / 1	120,000 / 0	NA / 0	580,000 / 1	580,000 105,000 / 1			
	Field Human Customer Finance & Resources Service Accounting Operations The propertion of the properties of the proper	2044	Expected Cost Savings / Revenue Increase (\$)	18,980,500	18,980,500	7,980,500	4,980,500	2,770,000	8,090,000	3,010,000	5,080,000	5,080,700	5,080,700	3,981,000	3,981,000 NA / 0	2,000,500	009'082	1,270,000	302'200	280,000	280,000			
	Procurement Sales Products Oust Services 2070 2080	2043	Strategic Objective		Cost Savings		Cost Savings	Revenue Increase		Cost Savings	Revenue Increase		Revenue Increase		Revenue Increase		Cost Savings	Cost Savings	-		Revenue Increase			
S tsoO betoedE	Proc	2042	Risk		Low		Medium	High		Low	Low		Low		Low		High	Low			Low			_
		2040 2041 2039	(Initiatives)	▼ Procurement (1)			oduction	ndle	 Sales (2) 	Force Controller	Customer Channels Realization Low	Se (1)	ervices	▼ Field (1)		 ▼ Finance & Accounting (2) 	Financial System Consolidation		▶ Human Resources (2)	 ◆ Operations (1) 	Operations Expansion			
0007								2070~) 	2072~	!	7	70807	72802										-

**



Applin No.: 10/750,406 Applicant(s): Sven Schwerin-Wenzel et al





Appln No.: 10/750,406

Applicant(s): Sven Schwerin-Wenzel et al

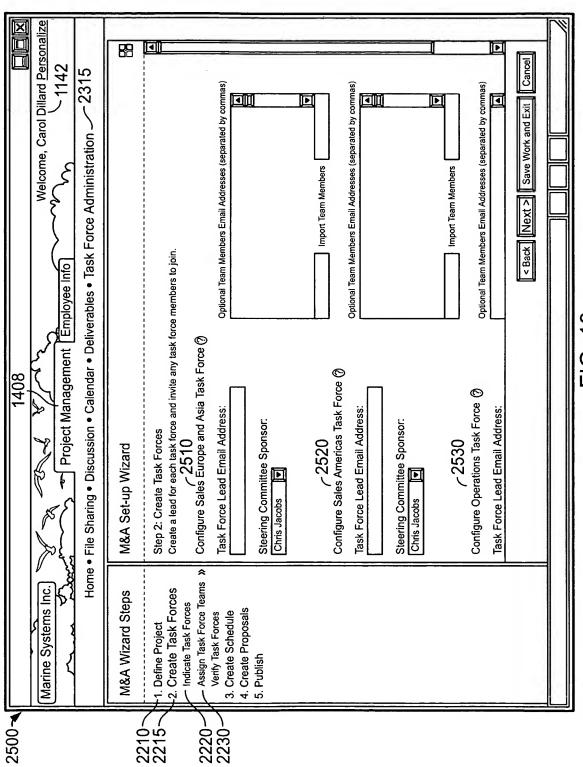
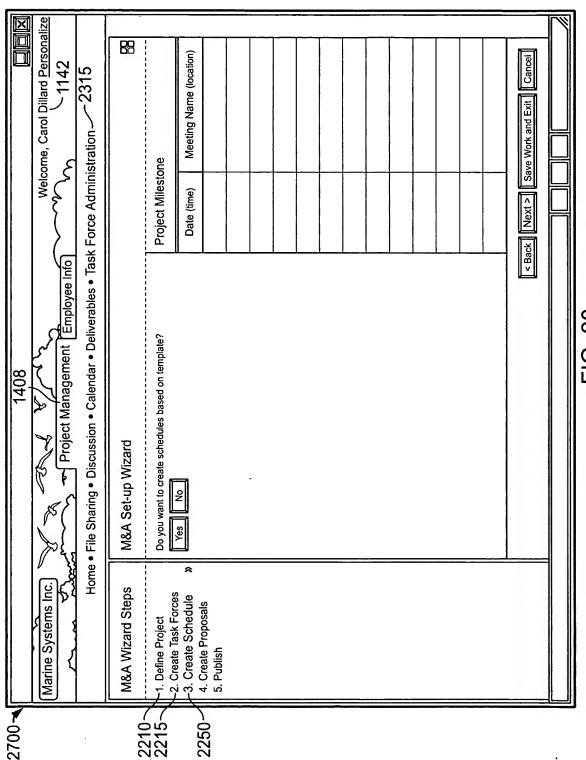
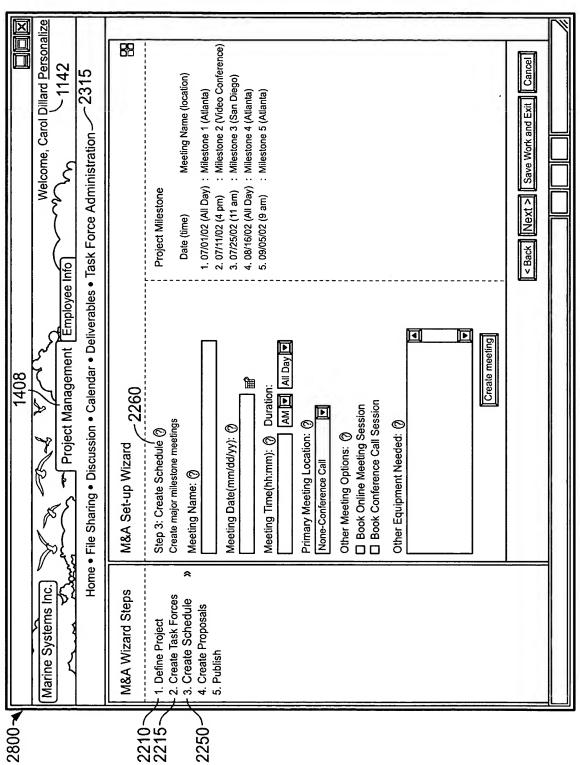


FIG. 18

2600~			1408		$\ \dot{\ }$	1142		図
	Marine Systems Inc.	Project I	Project Management Employee Info		ne, Caro	ol Dillard	Welcome, Carol Dillard <u>Personalize</u>	lize
	Home	• File Sharing • Discussion	• Calendar • Deliv	Task For	nistratio		2315	
9	M&A wizard Steps	M&A Set-up Wizard					88	
2210-	-1. Define Project	Step 2: Create Task Forces						बि॥
0000	1-2. Create Task Forces	Verify all task forces and task force teams.	e teams.					
2220-	/	Sales Europe and Asia Task Force	sk Force					1
2220	4	User Name	Task Force Role	Email Address				-
777	\leq	Joline Smith	Sponsor	joline.smith@offshore.com		Edit	Replace	
	3. Create Schedule	Michael Hall	Team Lead	michael.hall@offshore.com		Edit	Replace	
	4. Create Proposals	Bonnie Brown	Member	bonnie.brown@speedial.com	Edit	Delete	Move	
	5 Publish	Celeste Brown	Member	celeste.brown@speedial.com	Edit	Delete	Move	
		Craig Williams	Member	craig.williams@offshore.com	Edit	Delete	Move	
		Sales Americas Task Force	e					
		User Name	Task Force Role	Email Address				
		Paula Jones	Sponsor	paula.jones@offshore.com		Edit	Replace	
		Klaus Peterman	Team Lead	klaus.peterman@speedial.com		Edit	Replace	
		Derek Michaels	Member	derek.michaels@offshore.com	Edit	Delete	Move	
		Vikki Cerriski	Member	vikki.cerriski@speedial.com	Edit	Delete	Move	
		Joline Smith	Member	joline.smith@offshore.com	Edit	Delete	Move	
		Operations Task Force	T					
		User Name	Task Force Role	Email Address	0.000			
		Chris Jacobs	Sponsor	chris.jacobs@speedial.com		Edit	Replace	
		Enrique Martinez	Team Lead	enrique.martinez@offshore.com	121	Edit	Replace	
		Bob Arnold	Member	bob.arnold@speedial.com	Edit	Delete	Move	
		Elizabeth Brown	Member	elizabeth.brown@speedial.com	Edit	Delete	Move	
		Chen Li	Member	chen.li@offshore.com	Edit	Delete	Move	
		Joe Douglas	Member	joe.douglas@offshore.com	Edit	Delete	Move	ial
				Back Next >	Save Wo	Save Work and Exit	Cancel	
								N
				Territoria Lecensor Lecensor Lecensor Lecensor				





	Welcome, Carol Dillard Personalize		View: All Proposals	Add Proposal Id to Status	Add Proposal d to Status	Add Proposal Status	Add Proposal Status	Add Proposal Status		Save Work and Exit Cancel
	Welcom Employee Info Ivershies a Tack Force Administra			Requested by Assigned to) Requested by Assigned to	Requested by Assigned to	Requested by Assigned to	Requested by Assigned to		< Back Next > Sav
1408	C. S. Welcome, Caro	M&A Set-up Wizard	Step 4: Create Proposals (2) Create project proposals to be completed by task forces: Project Milestones:	July 1, 2002 (All day) - Milestone 1 (Atlanta) Proposal Name Task Force	July 11, 2002 (4 pm) - Milestone 2 (Video Conference) Proposal Name Task Force	July 25, 2002 - (11 am) - Milestone 3 (San Diego) Proposal Name Task Force	July 11,2002 - (All day) - Milestone 4 (Atlanta) Proposal Name Task Force	July 25, 2002 - (9 am) - Milestone 5 (Atlanta) Proposal Name		
	Marine Systems Inc.	M&A Wizard Steps	1. Define Project 2. Create Task Forces 3. Create Schedule 4. Create Proposals »							
2900~	,		2215 2250 2250	2270					-	

3000-		1408	
	Marine Systems Inc.	Welcom Welcom Project Management Employee Info	Welcome, Carol Dillard Personalize
	Home	Home ● File Sharing ● Discussion ● Calendar ● Deliverables ● Task Force Administration	stration2315
0240	M&A Wizard Steps	M&A Set-up Wizard	88
2215~ 2250~	1. Define Project	Step 5: Publish (2) Verify information and publish merger project.	View: All Proposals
2270	- 3. Create Schedule - 4. Create Proposals - 5. Publish »	July 1, 2002 (All day) - Milestone 1 (Walldorf) Name Task Force Requested by Assignation of Build-up Steering Committee John Franks ⊠ Davignants in Build-up Team Steering Committee John Franks ⊠ Davignants of Steering Committee Decisi Steering Committee John Franks ⊠ Dians	Assigned to Status Mary Anderson 🖾 💠 Not Started David Robb 🖾 💠 Not Started Diana Wan 🖾 🗘 Not Started
		July 11, 2002 (4 pm) - Milestone 2 (Video Conference)	Add Proposal
		Name Task Force Requested by Vision for SMP Assigned to Steering Committee Assigned to John Franks ⊠ John Franks ⊠ John Franks ⊠ John Franks ⊠ Danielle Wins Baselining SAP Portals, SAP Marketin All Teams/PM John Franks ⊠ John Franks ⊠ David Robb Is Communication Plan All Teams/PM John Franks ⊠ John Franks ⊠ David Robb Is Communication Plan All Teams/PM John Franks ⊠ David Robb Is David Robb Is Communication Shannon O'Shea⊠ Craig Nichols Communication plan Legal/Tax Jennifer Mossi⊠ Jamile Cox ⊠	Assigned to Status John Franks 🖾 💠 Not Started Danielle Winston 🖾 ♦ Not Started All Team Leads 🖾 ♦ Not Started David Robb 🖾 ♦ Not Started Craig Nichols 🖾 ♦ Not Started
		July 25, 2002 (11 am) - Milestone 3 (San Diego)	Add Proposal
		Requested by Danny Tibbs SS Gary Lott SS Inel Craig Windom SS Christopher Jacobs SS Christopher Jacobs SS	Requested by Assigned to Status Danny Tibbs Danielle Winston Ely Not Started Gary Lott Mike Hall Ely Not Started Craig Windom Ben Brown Ely Not Started Craig Windom Ben Brown Ely Not Started Craig Windom Ben Brown Ely Not Started Craig Windom Ely Not Started Chaig Windom Ely Not Started
		August 16, 2002 (All day) - Milestone 4 (Atlanta) Namo Tack Force Requested by Assi	Add Proposal
		Save	Save Work and Exit Publish
-		EIG 23	3002

Applin No.: 10/750,406 Applicant(s): Sven Schwerin-Wenzel et al

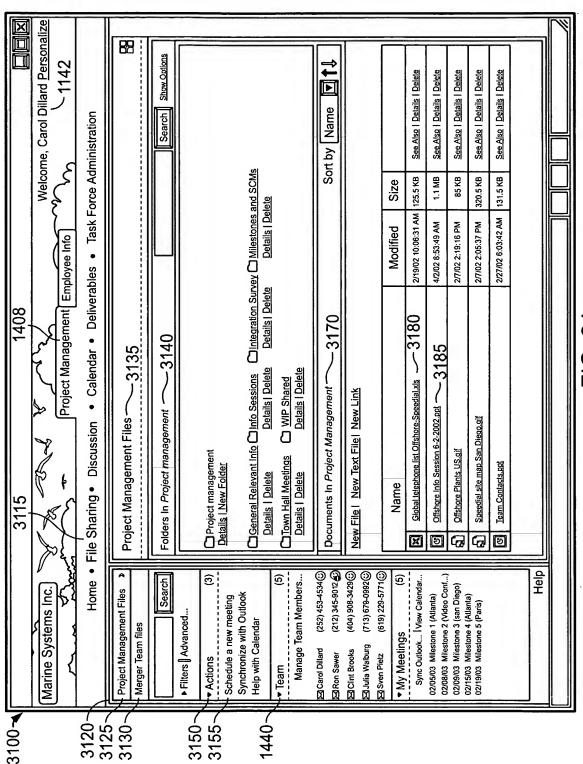


FIG. 24

Applin No.: 10/750,406 Applicant(s): Sven Schwerin-Wenzel et al

